

Composition of Higher Education in California

A CALIFORNIA POSTSECONDARY EDUCATION COMMISSION FACTSHEET

Recent Commission Fact Sheets described the diversity of California's population and its public high school graduates. This Fact Sheet examines the composition of the faculty, staff, and students in California higher education.

Faculty in public higher education

The majority of full-time faculty in California public higher education in 1995 were men, as Display 1 details. The proportion of male faculty is much larger in the university systems than at the community colleges. While 43.9 percent of the faculty at community colleges were women, 31.7 percent and 30.0 percent of the faculty were women at the State University and the University, respectively.

DISPLAY 1 Composition of Full-Time Faculty in California Public Higher Education, 1995

	California Community Colleges		California State University		University of California	
	Number	%	Number	%	Number	%
Total	15,084		10,503		14,642	
Men	8,462	56.1%	7,173	68.3%	10,256	70.0%
Women	6,622	43.9%	3,330	31.7%	4,386	30.0%
Asian	838	5.6%	1,085	10.3%	2,328	15.9%
Black	888	5.9%	405	3.9%	347	2.4%
Latino	1,243	8.2%	626	6.0%	674	4.6%
Nat. Amer.	169	1.1%	62	0.6%	40	0.3%
White	11,691	77.5%	8,325	79.3%	11,253	76.9%
Other	255	1.7%				

White professors constituted over three-quarters of the faculty members in all public higher education systems. Asian faculty members constituted the second largest group in the university systems. At community colleges, the second largest group consisted of Latino faculty. Black, Latino, and Native American faculty had a greatest presence at the community colleges and the least presence at the University.

Staff in public higher education

The composition of the staff in California public higher education is considerably more diverse than its faculty, as Display 2 shows. At the community colleges and the University, the majority of staff in 1995 were women --

62.3 percent and 65.7 percent, respectively. At the State University, 47.5 percent of the staff were women.

DISPLAY 2 Composition of Staff in California Public Higher Education, 1995

	California Community Colleges		California State University		University of California	
	Number	%	Number	%	Number	%
Total	33,853*		26,673		55,921	
Men	12,773	37.7%	13,964	52.4%	19,153	34.3%
Women	21,080	62.3%	12,709	47.6%	36,768	65.7%
Asian	3,583	12.0%	2,736	10.3%	8,863	15.8%
Black	3,258	10.9%	2,184	8.2%	6,366	11.4%
Latino	5,472	18.3%	3,051	11.4%	7,299	13.1%
Nat. Amer.	356	1.2%	265	1.0%	474	0.8%
White	17,221	57.6%	18,437	69.1%	32,919	58.9%
Not avail.	4,074					

* 13 staff at the community colleges did not identify their gender.

While White staff were the majority in all systems, the representation of staff from all other racial-ethnic groups was substantially larger than among full-time faculty. The presence of Black and Latino staff was at least twice their representation among faculty. While the presence of Asian staff members among the staff at the universities was very similar to that among the faculty at those systems, the proportion of Asian community college staff was twice as large as among community college faculty.

Students in California higher education

The majority of students enrolled in higher education in California in 1996 were women, as Display 3 indicates. Their representation ranged from 50.7 percent at the University to 57.4 percent at the community colleges.

The student body enrolled in public higher education in 1996 was considerably more racially and ethnically diverse than faculty at their institutions; its composition was more similar to that of staff at these campuses. The representation of Black students ranged from 7.5 percent at the community colleges to 3.8 percent at the University; Asian students comprised 30.5 percent at the University but only 14.3 percent of community college students and 12.7 per-

DISPLAY 3 Composition of the Total Student Body of California Higher Education, 1996

	California Community Colleges		California State University		University of California		Independent Institutions	
	Number	%	Number	%	Number	%	Number	%
Total	1,304,554		336,803		155,412		199,253	
Men	552,075	42.6%	147,443	43.8%	76,626	49.3%	90,806	45.6%
Women	744,319	57.4%	189,360	56.2%	78,786	50.7%	108,443	54.4%
Asian	186,841	14.3%	60,150	17.9%	47,452	30.5%	25,269	12.7%
Black	97,360	7.5%	21,824	6.5%	5,890	3.8%	11,105	5.6%
Latino	289,415	22.2%	61,551	18.3%	19,182	12.3%	22,155	11.1%
Native Amer.	14,637	1.1%	3,520	1.0%	1,426	0.9%	1,609	0.8%
White	574,385	44.0%	142,369	42.3%	65,675	42.3%	111,159	55.8%
Other	20,595	1.6%	9,334	2.8%	2,732	1.8%		
Non-resident	61,570	4.7%	10,901	3.2%	6,787	4.4%	18,329	9.2%
No response	59,751	4.6%	27,154	8.1%	6,268	4.0%	9,627	4.8%
		100.0%		100.0%		100.0%		100.0%

cent of students at independent institutions. The representation of Latino students was also largest at the community colleges -- 22.2 percent -- and smallest at the University and at the independent institutions -- 12.3 percent and 11.1 percent, respectively. About 43 percent of the total cohort in the public systems were White students; White students comprise about 56 percent of the undergraduates at independent California colleges and universities. The racial-ethnic diversity of the student body at the State University was more similar to the community colleges than it was to the composition in the other baccalaureate-granting systems.

Baccalaureate degree recipients

Consistent with their larger representation among enrolled students, a larger proportion of the baccalaureate degrees earned in 1995-96 was awarded to women, as shown on Display 4. While the University awarded 52.9 percent of its baccalaureate degrees that year to women, the independent colleges and universities and the State University awarded 55.2 percent and 56.5 percent, respectively, of these degrees to women.

The largest racial-ethnic group of baccalaureate degree recipients in all systems were White students -- 47 percent at the University, 51 percent at the State University, and 60 percent at the independent institutions. The second largest group of undergraduate degree earners was Asian students -- 28.6 percent at the University, 16.4 percent at the State University, and 12.8 percent at the independent institutions. Latino students received 14.1 percent of the baccalaureate degrees from the State University and 11.5 percent and 11.3 percent of these degrees from the University and independent institutions, respectively. While the enrollment of Black students at the State University was larger than at indepen-

DISPLAY 4 Baccalaureate Degree Recipients in California Higher Education, 1995-96

	California Community Colleges		California State University		University of California	
	Number	%	Number	%	Number	%
Total	52,819		29,721		24,825	
Men	22,966	43.5%	13,999	47.1%	11,115	44.8%
Women	29,853	56.5%	15,721	52.9%	13,707	55.2%
Asian	8,640	16.4%	8,511	28.6%	3,175	12.8%
Black	2,425	4.6%	993	3.3%	1,276	5.1%
Latino	7,431	14.1%	3,407	11.5%	2,796	11.3%
Nat. Amer.	489	0.9%	305	1.0%	153	0.6%
White	26,935	51.0%	13,957	47.0%	14,979	60.3%
Other	1,354	2.6%	459	1.5%		
Non-Resident	1,707	3.2%	740	2.5%	1,863	7.5%
No Resp.	3,838	7.3%	1,349	4.5%	583	2.3%
		100.0%		100.0%		100.0%

dent institutions, the proportion of baccalaureates received by Black students from independent institutions was larger than from the State University -- 5.1 percent compared to 4.6 percent. Among baccalaureate degree recipients at the University, 3.3 percent were earned by Black students.

Summary

The composition of higher education in California -- faculty, staff, and students -- is quite dissimilar from the composition of the general population in the state. While the composition of the student body in higher education is more similar to the general population, the presence of several groups -- notably Black and Latino students -- is less than expected on the basis of their proportion in California. Further, fewer members of the faculty are from these groups than are present in the total student body.